

VITAL SIGNS



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Naval Regional Medical Center, Orlando, Florida

1 September 1979

A "RECORDING" RESUSCI ANNE JOINS STAFF

SPONSORED BY OFFICERS WIVES CLUB

Almost everyone has had a nodding acquaintance with Resusci Anne and now, thru the extreme generosity of the Officers Wives Club of Navy Orlando, a Recording Resusci Anne has joined the staff. The presentation was made by Mrs. Charlotte Romano, President of the Wives Club. The gift was accepted on behalf of the hospital by Captain J. A. Zimble.

This electronic marvel is an advanced CPR manikin which provides extremely accurate and objective evaluation of student performance. She was created to provide a means of teaching cardiopulmonary resuscitation techniques to a higher degree of skill and effectiveness than was possible in the past.

Recording Resusci Anne is the only available teaching device by which optimal skills and performance can be trained and judged. The recording device inside the manikin accurately registers all important resuscitative measures: Each ventilation is recorded with a curve, to show time taken to inflate the lungs, volume of each inflation as well as duration and completeness of expiration. Each compression is recorded with a curve to show sufficiency - or excess - of sternum depression, and duration of all phases of a compression stroke.

Instances of incorrect hand position during compression are registered as dots below compression curve peaks.

The presence of a palpable carotid pulse in the manikin is seen as a broken line across the diagram.

The strip-chart is accurately time calibrated, allowing the evaluation of each resuscitative measure in relation to time. The complete depiction of proceedings thus obtained, is easy to understand and most revealing to trainees and instructor alike.



Mrs. Romano checks Anne's pulse as Captain Zimble supervises.

During the actual performance, the trainee is assisted by light signals on an instrument panel mounted on a flexible post at the manikin's side, which can be seen from any angle. A green lamp lights at each sufficient inflation. A yellow light indicates correct heart compression, and a red light is an indication of incorrect hand position. There is also an audible timer which helps the student obtain the correct rhythm.

Recording Resusci Anne has a carotid pulse simulator and a device to dilate and constrict the pupils. These features are also helpful in checking periodically, the effectiveness of CPR during performance.

AUGUST PERSONNEL INSPECTION**Noted for excellence:**

LT M. E. WILLIAMS, MSC, USN
 LT H. QUILES-QUINONES, NC, USN
 LTJG E. A. NIEC, MSC, USN
 HMC H. H. ROLLEN, USN
 HMC J. E. STOCKBERGER, USN
 HMC G. TURNER, USN
 HM1 D. M. WELSH, USN
 HM3 W. J. MAND, USN
 HN D. S. DOMBOS, USN
 HN E. KEHOE, USN
 HN J. P. MOSER, USN

WHOOOIZZIT??

DO YOU KNOW THIS STAFF MEMBER??
 (Answer on Page 8)

VITAL SIGNS STAFF

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FWPM Receives Letter

Photo by NTC Lab
 Captain Zimble presenting VADM Arentzen's
 letter to Carolyn N. Smith

Carolyn N. Smith, Federal Women's Program Manager for Naval Regional Medical Center, recently received a Letter of Appreciation from the Surgeon General of the Navy, Vice Admiral W. P. Arentzen, MC, USN.

The letter was in recognition of Carolyn undertaking the responsibilities of the FWP in addition to her full time position in the Outpatient Service. The letter, quoted in part, read: "The significance of your organizational efforts to upgrade, motivate, and support your fellow workers is appreciated. Without your dedication, this special-emphasis program could not succeed. You are encouraged to continue your noteworthy accomplishments toward the goals of Equal Employment Opportunity."



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Commanding Officer: CAPTAIN J. A. ZIMBLE, MC, USN
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RAMP

PAGE



By HM Eileen Kehoe, USN

HUMAN RESOURCE MANAGEMENT SURVEY

HOW WILL IT BENEFIT US?



HM3 A. Matthews, Urology Clinic: Better communications between the staff.... between the higher up people and the lower ranking personnel. And there will be more changes.



HN L. Davis, Ward 4: It was an objective survey but I haven't been at this command long enough to evaluate all the questions on it and to answer them. When the results come out, I should learn a lot about the command.



ATCS C. Reynolds, HUMRESMAN Det. Mayport: First, the survey has enabled people to give feedback all the way up to the CO.... how they feel about the command, their supervisor, the people they work with and special programs that might be involved. In October we will come back, after we have analyzed the data, and give feedback to the CO and all supervisors. We will teach them how to read the survey and how to use it as a management tool to bring about changes.... hopefully, changes for the better.



A. Swartout, Outpatient Svc: I really was not terribly impressed. Some of the questions seemed to be repeated 10 or 12 times --- just reworded. I really think if they took a personal poll they could find out almost exactly the same thing.... it seemed like an expensive thing to do. I don't know what will come of it -- except possibly better feelings with regard to the military.



HM2 N. Singleton, Pharmacy: I felt that many of the questions on the survey were inconsequential as to the problems of this command. I would hope that the questions pertaining to this command would help the command to better their relations with the enlisted personnel and also the civilian personnel and have a greater understanding of everybody's needs.

HN C. Gerdes, Family Practice: I hope when the survey comes out they will look at the results and maybe talk to the supervisors -- but I don't think it will happen. I think the results will come back and stay at the front office with Captain Zimble and not come back to each different clinic.



HM2 D. Ford, ENT Clinic: To find problem areas within the chain of command; to hopefully achieve better unity among the upper and lower ranks; to weed out the bad people and permit a more professional working atmosphere.



Jean Thomas, Patient Affairs: I hope a lot of the morale problems will be solved and working conditions will be better. I don't think Captain Zimble can understand and realize all the problems that exist and maybe this survey will help him see what's happening.



Charles Moore, Operating Mgmt Svc: I think the survey was very good. It was needful. It gave everyone an opportunity to express their opinions on various categories. As a personal benefit, I felt that I had the freedom to express what I thought about various things at this command. I think it will give the people over the command an awareness of what each individual had to say -- whether it be good or bad.



HM3 C. Bockrand, Ward 7: I hope people will listen more to the problems of the people who work for them and try to do something more about it and take a personal interest in their morale.

Margaret Caldwell, LPN, Ward 10: Well, for one thing, I hope it will be encouraging to the supervisors who are really trying and I think they are. I think it will be helpful in an educational way also.

the Family Line



By CAPT C. Victor Romano, MC, USNR

Never refuse a new responsibility; never be afraid to take a risk, always look like a winner; and stop feeling guilty about your own ambition." The decision rests with you. Take advantage, be smart, be educated, be productive, and be self-satisfied.

FURTHER YOUR EDUCATION

In April of this year, I had the privilege of attending the graduation ceremonies at Florida Southern College, Lakeland, at the invitation of several people assigned at NRMCC. Not only do I know these individuals as members of our NRMCC family, but as students taught by me in the capacity of Professor of Anatomy and Physiology. I felt a sincere pride and admiration when their names were called by the president of the college and their diplomas were handed to them. These individuals took advantage of the many educational opportunities afforded them in Central Florida, to aid them in their future endeavors. Some of these individuals plan on attending medical school, others intend to apply for OCS, and others, just to satisfy themselves. The importance of further education in preparing for your future cannot be over-emphasized. I feel strongly that when an education of an individual ceases, his maturity stagnates and he no longer can be a viable force to himself or to society.

Self-improvement can make a great difference in your future whether you decide to make the military your career or enter the civilian sector. Start now to make your plans for additional education.... it may not seem important now but in the future, it may be one of the most important decisions you ever made. If you have questions or need advice as to what you should do, seek out your division officer, or the educational service officer, or the Navy Campus for Achievement at NTC. They can help you and guide you on the right path.

To quote an individual who has written many books on the subject of education and self-improvement, Mr. Michael Korda, "The keys to success are clear:

*** Family Line "QUOTES" ***

"The superior man does not set his mind, either for or against anything; what is right he will follow."

CONFUCIUS

SOMEBODY NEEDS YOU!

**Red Cross.
The Good
Neighbor.**

The Red Cross is looking for volunteers to work at various areas throughout the hospital as well as the Blood Bank. Whatever amount of your time you can devote to the hospital, will be greatly appreciated by patients and staff. Call Pat Discus, Jean Wilson or Ruth Rodriguez at 646-4654. Don't wait... .. join the team today!

CONGRATULATIONS

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..... to HM3 John W. Leggett, III, USN, who reenlisted under the Guard III Program. Petty Officer Leggett is presently assigned to the Outpatient Administrative Services and will be transferred in September to Naval Station, Keflavik.

NURSING**SERVICE**

By CDR N. J. Stewart, NC, USN

LEADERSHIP

On making rounds along the ramp on my first day back to work, the hustle and bustle of excitement seems to stem around the Human Resource Management Survey. Each individual had a different interpretation of the purpose of the survey. Hopefully, this was cleared up for them in the pre-test explanation. However, some people thought they were to evaluate the command, others their work group, and others their immediate supervisor. They were all right -- there were questions geared toward all those. There was one particular comment made by several individuals who thought that "If you are rated high by your juniors, it means you aren't doing your job." This comment concerns me if it is the consensus.

President Eisenhower had a knack for looking at people with a smile and getting them to do what he wanted. One of our NRMC very senior leaders has that same admirable quality. In my humble opinion, it's a good quality to have. A friendly, likeable leader is much more persuasive than one who isn't. There is nothing better than a pleasant, good natured approach to people's problems. We often, under pressures of our jobs, take ourselves too seriously. We tend to think of our own feelings and problems and forget about those of other people. Some think being gruff and grumpy makes them appear firm and decisive. However, one can be just as firm, decisive, and convincing with a smile on his face as he can with a frown. One's message will be perceived by the listener much more readily in a pleasant or neutral atmosphere rather than one which is non-friendly or threatening.

If we all would just ponder periodically and list some of the qualities we admire in leaders we have encountered and would like to emulate, it would probably resemble these: someone who takes a

friendly, pleasant approach; someone who is approachable and easy to talk with; someone who doesn't let a few problems poison their entire outlook; someone who will remain calm or rarely fly off the handle; and someone who shows consideration for the feelings of others.

It is not pleasant to work for disagreeable, grouchy leaders. Their attitudes are bound to create feelings of distaste and resentment which will, sooner or later, have an adverse effect on performance.

So you folks out there dealing with others -- stop, think and remember that when it comes to working with people, there are very few things that can't be done better with a pleasant approach and a smile on your face.

CONGRATULATIONS

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..... to HMC R. P. Edmondson, USN, on his recent promotion to Chief Petty Officer. Chief Edmondson is assigned to the Occupation and Preventive Medicine Service.

..... to Pat Johnson, Surgical Clinic, who recently was elected Vice President of the Florida Tumor Registrar's Association. The election of officers was held at the annual meeting and workshop in Sarasota, Florida, August 15 - 17. Pat has worked as a Tumor Registrar for a total of 11 years at NRMC Orlando and USAF Medical Center, Scott AFB, Illinois.



Chaplain's Comments

By LCDR W. E. Tumblin, CHC, USN

Soul Filling Place

When Adam first stumbled out of the Garden of Eden he remarked to Eve, "My dear, we live in an age of transition." That feeling of living in a world of change and restlessness goes back a long way.

A wit writing in the Hamilton, Texas Herald-News several years ago observed, "Two-thirds of the nation now lives in or near big cities. It is our opinion that the other third are on the expressways looking for an exit."

Ceaseless activity, busyness, and seven days per week economy characterizes our life in today's world. We find it hard to sing, "Slow down, you're going too fast" when behind the wheel of a car. We eat more meals in "fast food" restaurants than anywhere else except those we hurriedly gulp down in our homes. We demand service, pronto, when shopping, recreating, and seeking medical care. And the fevered tempo of modern life adds to the threats of extermination amassed against soulfulness, reducing people to bodies.

Emily Herman observed, "Every soul that is truly alive has a garden of which no other holds the key; and in hours of weariness, when it is breathless with the hot race of life, and harassed by a babel of voices, it slips through the gate and walks at peace among the flowers."

Isaiah affirms that "Thou wilt keep him in perfect peace, whose mind is stayed on thee: because he trusteth in thee." I, for one, doubt that we can or will greatly change our way of living unless we do so from within, joyously, and with a circle of friends to help us along. How long has it been since you experienced the gladness of an invitation to "Let us go into the house of the Lord?" How long since you extended one to a friend?

LAB LINE

By LCDR J. D. Cotelingam, MC, USNR

GTT

Unmasking the early metabolic phase of diabetes mellitus by induced carbohydrate stress is not controversial, although diverse opinions exist concerning the test of choice. Admittedly, not all hyperglycemics are diabetic, nor are all diabetics hyperglycemic. We believe that a GTT is not indicated in a fasting, resting patient with a plasma glucose greater than 130mg%, and in fact, continuation of the GTT can be dangerous. In such a person, a 2 hour post prandial study will readily confirm or refute a diagnosis of diabetes. Besides the value of the 2 hour post prandial as a screening and confirmation device, it has been used to monitor insulin requirements and places less stress than the 3 hour GTT on the moderate and severe diabetic. With detection of fasting hyperglycemia beyond 130mg%, please expect to be asked to reconsider conversion of the GTT request to a 2 hour post prandial. The 3 hour GTT is recommended when the fasting blood sugar is normal and when post prandial values are below 200mg%. Fasting blood sugar values increase with advancing years. Therefore, to figure norms above 50 years, add 10mg% per decade to the upper limit (our range 60-114mg%). Fasting values below 40 and above 450 are considered "panic values," and will be called in to the originator.

The 5 hour GTT should be considered mainly in suspected hypoglycemic states, and is not being offered in previously confirmed diabetics, or as a screening device. The GTT is not a walk-in test and must be scheduled 3 days in advance.

Finally, blood glucose homeostasis is multifactorial, accounting for the notorious lack of reproducibility in both diabetic and normal subjects.



We're Sorry You're Leaving!

LT D. L. Bailey, NC, to NavHosp Rota
 HMC G. L. Williams separation leave and
 transfer to Fleet Reserve
 HM1 R. A. Sitgreaves to VS-22, Cecil Field
 HM1 J. L. Dubose to NSHS Portsmouth
 HM2 B. F. Jenkins to NavSta Keflavik

HM3 L. A. Brown to FMSS Camp Lejeune
 HM3 J. C. Drennon to civilian life
 HM3 W. Morrill to NRMC Okinawa
 HM3 D. Morrill to NRMC Okinawa

We're Glad You're Here!

CAPT J. Boorstin, MC, from NavHosp
 Corpus Christi
 LCDR J. Navoy, MC, from NRMC Portsmouth
 LCDR G. L. Robb, MC, from NRMC San Diego
 LT D. Thomas, MC, from USS SHREVEPORT
 LT R. Beaty, MC, from NRMC Charleston
 LT L. S. McCann, MC, from NRMC San Diego
 LT D. L. Tuskey, NC, from NRMC, Phila-
 delphia
 LTJG G. Holeman, NC, from NRMC,
 Corpus Christi
 HM1 B. Nachimson from 1st MarDiv,
 Camp Pendleton
 HM1 J. A. Harmon from NRMC Oakland
 HM2 R. L. Casto from NRMC Camp Lejeune
 HM2 E. J. Davison from NOSA, Yorktown
 HM3 M. Porter, from NARMC Pensacola
 HM3 J. Scavuzzo from PS Det, SDIEGO
 HN M. Pfohl from NARMC Pensacola
 HN J. Ruiz from HCS GLAKES
 HN W. Tomlinson from HCS GLAKES
 HN J. Butler from NRMC Anapolis
 HA D. Fisher from HCS GLAKES
 HR S. Campbell from HCS GLAKES
 HR M. Burls from NSHS SDIEGO

DISNEY WORLD SPECIAL

Walt Disney World is offering Armed
 Forces Days Special tickets for \$7.95
 each for members of the armed forces,
 civilian employees, and families. Price
 includes unlimited use of Magic Kingdom
 attractions during normal operating hours
 except for Shootin' Gallery, Discovery
 Land and River Country. Get your ticket
 today from HMC Stockberger.



Master Shipmate

HMCM(SS) R. C. Clements, USN

ENLISTED PERFORMANCE EVALUATIONS

The enlisted performance evaluation is the most important document in a member's service record. The evaluation report has traditionally been used to document performance trends and to determine eligibility of members for advancement, reenlistment, honorable discharge, good conduct awards and selection for special programs. More recently, the evaluation has been utilized by various selection boards which review enlisted service records in order to select members for advancement, continuation on active duty, appointment to warrant or commissioned status, assignment to special duties and for selection to attend special educational programs. Additionally, the evaluation report is reviewed for adverse or potentially adverse content for a possible action by the Petty Officer Quality Review Board.

All regular enlisted performance evaluations are prepared on an annual basis. Special reports of enlisted performance evaluations are submitted at a time other than when regular reporting is required.

All enlisted personnel are afforded the opportunity to submit information to their reporting officer which they believe should be included in the evaluation report. Example: Out service educational achievement, community involvement, or special accomplishment not known to the Navy.

All enlisted personnel are required to review and sign their evaluation prior to final disposition. It is imperative that each member ensure that his/her evaluation is correct in all respects.





Q: Last Thursday I took another one of many surveys which I have been asked to take over the years. Is anything going to come of all this effort or is it just another futile paperwork exercise?

Signed - cynical staff member

A: Dear Cynical:

Thank you for your timely question. You have hit upon just the subject which I was going to address in this issue of Vital Signs.

The survey you just completed is the Navy's Human Resource Management Survey which was administered by the Human Resource Management Detachment, CINCLANT FLT. The survey which is specifically designed to measure this command's organization examines such areas as command climate, supervisory leadership, peer leadership, work group processes, satisfaction, training and equal opportunity.

I was pleased to learn that during the survey week, 78% of the military and civilian members of NRMCO Orlando participated in the survey and that the overall attitudes of the participants were most favorable.

The results of the survey will be available in early October. Hopefully, problems, as well as the ways and means to correct them, will be identified. It is my intention to give all work groups feedback from this survey and ask that they actively participate in problem solving. The end result should thereby be a grass-roots' development of a meaningful Affirmative Action Plan. Additional anticipated spin off should include enhanced communications up and down the line and personnel satisfaction leading to more efficient, quality medical care and increased retention of quality members of the medical care team.

I offer my appreciation to all for your cooperation in taking this survey and my sincere thanks in advance for your cooperation at the upcoming workshops. I trust the outcome of this project will convert NRMCO Orlando's cynical staff member from cynic to advocate.

J. A. ZIMBLE



CRA NOTES



By Joyce Sienia

As a civilian employee, you and your immediate family are entitled to blood when needed. Blood Bank Charter Members voted to provide coverage to all civilian employees and family members living in the same household. When an employee or eligible family member needs blood, a call to Civilian Personnel is all that is required. Simply supply the name of the person needing the blood, the name of the hospital and, if known, the name of the attending physician.

Birthdays

CRA BIRTHDAY GREETINGS TO: Robert Byrd on 3 Sep; Doreen Lett and Hannah Shavell on 4 Sep; Carl Caldwell on 5 Sep; Eloise Bailey on 7 Sep; Joel Lamar and Charles Moore on 8 Sep; Patricia Barbour on 9 Sep; Sarah Tober on 12 Sep; Virginia Gilbrook Penny Hawthorn and Ruth Strait on 13 Sep; Frederick Jones on 15 Sep; Marie Fox and Ida Strike on 22 Sep; Jeanne Cepeda on 23 Sep; Eleanor Stetson on 24 Sep; Joyce Dover on 25 Sep; Arrie Barnes on 28 Sep; and Mary Goad on 29 Sep.

WHOOOZZIT?



HM3

James R. Martin,

USN

Laboratory Service